

City of San José
Human Resources Department

1999 Health and Dental Rates (Semi-Monthly)

Health rates in effect for paychecks from 6/4/99 through 12/29/99

Dental rates from 7/2/99 through 6/30/2000

Health Insurance Plans						
(Health premiums are deducted the first 2 paydays of each month, and are pre-tax)						
	Kaiser Single	Kaiser Family	Lifeguard Single	Lifeguard Family	PacifiCare Single	PacifiCare Family
100% Benefits: Full-Time Employees Including RWW Employees who work 35 - 39.9 Hrs						
Employee Contribution	7.67	12.50	8.46	25.00	24.41	75.45
City Contribution	69.29	174.94	69.29	174.98	69.34	175.13
Total	76.96	187.44	77.75	199.98	93.75	250.58
75% Benefits: Part-Time Employees who work 30 - 39.9 Hrs & RWW Employees who work 30 - 34.9 Hrs						
Employee Contribution	24.99	56.23	25.78	68.74	41.74	119.23
City Contribution	51.97	131.21	51.97	131.24	52.01	131.35
Total	76.96	187.44	77.75	199.98	93.75	250.58
62.5% Benefits: Part-Time & RWW Employees who work 25 - 29.9 Hrs						
Employee Contribution	33.65	78.10	34.44	90.61	50.41	141.12
City Contribution	43.31	109.34	43.31	109.37	43.34	109.46
Total	76.96	187.44	77.75	199.98	93.75	250.58
50% Benefits: Part-Time & RWW Employees who work 20 - 24.99 Hrs						
Employee Contribution	42.31	99.97	43.10	112.49	59.08	163.01
City Contribution	34.65	87.47	34.65	87.49	34.67	87.57
Total	76.96	187.44	77.75	199.98	93.75	250.58

Dental Insurance Plans				
(Dental premiums are deducted the first 2 paydays of each month, and are pre-tax)				
	AMSP, AEA, Mgmt & Temp(U)		All Other Employees	
	DBP	Delta	DBP	Delta
100% Benefits: Full-Time Employees Including RWW Employees who work 35 - 39.9 Hrs				
Employee Contribution	None	None	None	None
City Contribution	29.95	29.95	29.95	34.14
Total	29.95	29.95	29.95	34.14
75% Benefits: Part-Time Employees who work 30 - 39.9 Hrs & RWW Employees who work 30 - 34.9 Hrs				
Employee Contribution	7.48	7.48	7.48	8.53
City Contribution	22.47	22.47	22.47	25.61
Total	29.95	29.95	29.95	34.14
62.5% Benefits: Part-Time & RWW Employees who work 25 - 29.9 Hrs				
Employee Contribution	11.23	11.23	11.23	12.80
City Contribution	18.72	18.72	18.72	21.34
Total	29.95	29.95	29.95	34.14
50% Benefits: Part-Time & RWW Employees who work 20 - 24.99 Hrs				
Employee Contribution	14.97	14.97	14.97	17.07
City Contribution	14.98	14.98	14.98	17.07
Total	29.95	29.95	29.95	34.14

In-Lieu Plans			
Payment in-lieu of coverage is available for qualified enrollees (full-time and RWW who work 35+ Hours) Payments are made every payday beginning 7/2/99, are taxable, and are subject to withholding			
Health:	80.83 if eligible for family coverage 32.00 if NOT eligible for family coverage	Dental:	15.76